



Modern Slavery Statement

Scifleet Group

Modern Slavery Statement – Scifleet Group

Scifleet Group of Companies Pty Ltd ACN 010 079 044, Tsunami Corporation Pty Ltd ACN 052 251 028 (as trustee for the Tsunami Trust) and each of their controlled entities (**we, us, Scifleet Group**) are committed to conducting business with honesty and integrity. This Modern Slavery Statement, published in accordance with section 14 of the *Modern Slavery Act 2018* (Cth), outlines the steps that Scifleet Group is taking to address modern slavery risks in its business.

Structure, operations and supply chains

Scifleet Group is one of Australia's largest and most successful motor dealership groups. Founded in 1978, the Scifleet Group has grown from two Brisbane dealerships to a large network of dealership and service locations spanning the east coast of Australia and Western Australia. Scifleet Groups' operations include new and used vehicle sales, vehicle servicing, and the provision of associated products and services.

Scifleet Groups' supply chains include suppliers of:

- Motor vehicles, parts and accessories.
- Equipment and consumables, such as those relevant to our tyre distribution and motor servicing businesses.
- Logistics and transport services.
- Finance and insurance products.
- Professional services.
- Property, cleaning, storage and waste disposal services.
- Car washing and detailing services.
- Information technology and telecommunication equipment and services.
- Office services and supplies.
- Food and beverage services.
- Personnel and recruitment services.

The supply chains in the automotive industry are complex. There are numerous levels of suppliers between Scifleet Group and the source of raw materials that form the basis of our business' supply chains. Despite this, we are confident that Scifleet Group operates in a relatively low risk business sector. This is because the principal suppliers of goods to Scifleet Group are original equipment manufacturers (OEMs) which have sophisticated anti-slavery policies and procedures in place.

Due diligence and remediation processes

We have prepared this Modern Slavery Statement following consultation with key stakeholders across Scifleet Group, with the intent of capturing risks and requirements specific to our various business units and supply chains.

We note the following risk considerations with respect to modern slavery:

- Country or region risk: Countries or regions where Scifleet Group purchases goods or services may be at particular risk of slavery and human trafficking.
- Business sector risk: Certain business sectors have higher risks associated with slavery and human trafficking.
- Business relationship risk: We consider who the suppliers, subcontractors, agents, distributors and franchisees are in our supply chain to consider whether any increased risk factors apply in relation to modern slavery.
- Product or raw material risk: We consider which raw materials are used in connection with our business or required in the manufacturing process.

As part of our initiative to identify modern slavery and mitigate associated risks in our business and supply chains, we intend to:

- Review the geographical location of supply chain counterparts to assist us in assessing risks of modern slavery.
- Assess supplier reputation for modern slavery risks. This might be achieved by undertaking a search of media sources to consider the supplier's track record.
- Where appropriate, begin the process of integrating contractual obligations into procurement contracts relating to our supply chain to ensure counterparties comply with applicable laws in relation to modern slavery.
- Improve staff and management awareness of modern slavery risks such as through the establishment of our Modern Slavery Policy.

Our Modern Slavery Policy recognises that there is no 'one size fits all' approach to remediation and our response to any such matters should be formulated having regard to the prevailing facts and circumstances. In all cases, however, we will respond in a manner that is proportionate to the harm, and which ensures that the victim's wellbeing is prioritised.

Our policies

Modern Slavery Policy

We are committed to minimising the risk of modern slavery and human rights abuses in our supply chains and operations. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing effective systems and controls in relation to modern slavery.

Whistleblower Policy

Scifleet Group encourages officers, employees, associates and individual suppliers to report modern slavery, human rights abuses and other types of unethical conduct using our Whistleblower Policy. An eligible whistleblower may choose to make a disclosure anonymously and to remain anonymous, including after an investigation is finalised. Whistleblowers may also choose not to answer questions that they feel could reveal their identity at any time, including during follow-up conversations.

Our effectiveness in combating slavery

We assess the effectiveness of actions being used to assess and address modern slavery risks by:

- Continuing to monitor due diligence processes and make improvements to our systems and controls as we respond to modern slavery risks.
- Tracking the actions taken in response to modern slavery risks and monitoring their impact.

This Modern Slavery Statement is made by Scifleet Group for the financial year ending 30 June 2020.



Andrew Gordon Scifleet

Sole Director

For and on behalf of Scifleet Group of Companies Pty Ltd ACN 010 079 044 and Tsunami Corporation Pty Ltd ACN 052 251 028 (as trustee for the Tsunami Trust).

Date: